

EMPLOYMENT SERVICES AND OUTCOMES UPDATE

June, 2023

Boone County Family Resources (BCFR), like the Division of Developmental Disabilities, is committed to enhancing and expanding community employment options for persons with developmental disabilities. We also believe that all individuals who want to work can work and this is one of the core principles of our IPS employment program. BCFR includes employment as a part of the personal planning process with individuals and makes referrals to Vocational Rehabilitation (VR), Medicaid Waiver employment service providers and other community-based employment programs. In addition, BCFR has provided employment services for over 20 years focused on cultivating natural job supports.

Using a wide spectrum of employment program models and funding sources is effective in supporting a wide range of individuals with unique employment trajectories. This report summarizes employment services purchased and provided in 2022 by BCFR, as well as competitive employment status of adults served in 2022.

EMPLOYMENT AND SERVICES BY THE NUMBERS

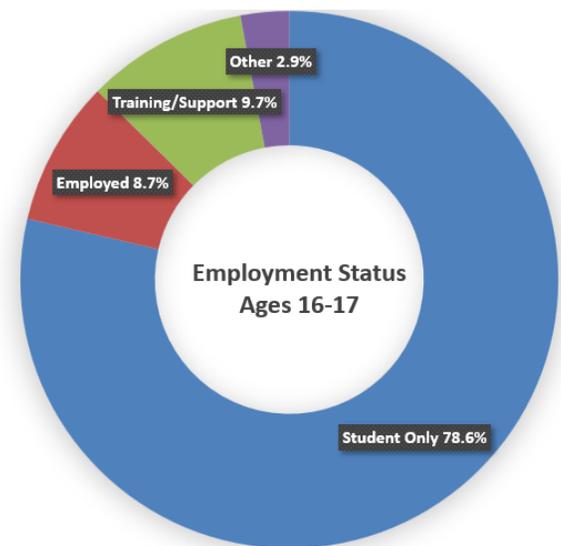
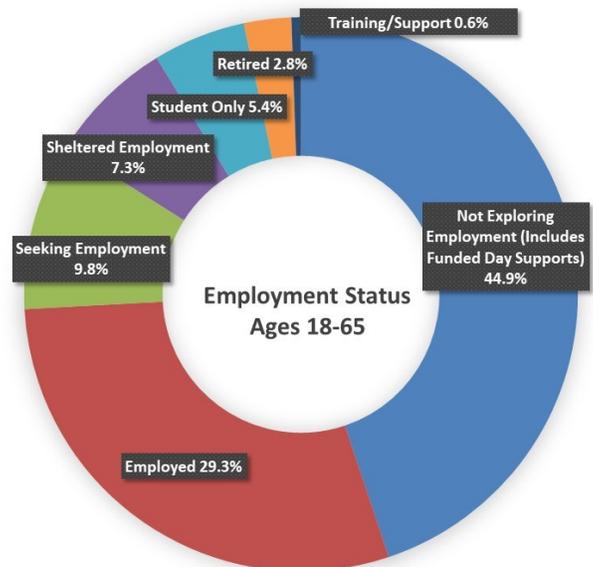
A total of 265 adults served by BCFR (29.3%) have competitive integrated employment. In Missouri, 19% of individuals with I/DD are employed in the community and the National Employment rate is 22%. (Source: National Survey of State IDD Agency Day and Employment Services.)

During the calendar year 2022, 51 individuals utilized Medicaid Waiver Employment Services.

During the calendar year 2022, over 147 individuals served by BCFR received employment services outside of the Medicaid Waiver.

- 17 Pre-employment ILS through Easter Seals (CMAP service)
- 8 CARE/BCFR partnership
- 6 Summer Work Experience through BCFR/VR
- 62 Employment services through the VR/BCFR IPS supported employment
- 9 STEP program
- 19 Employment services from BCFR
- 26 Employment services provided by ACT*

*In addition, a number of individuals received supported employment services funded by VR through other Community Rehabilitation Programs in Boone County.



OVERVIEW OF EMPLOYMENT SERVICES AVAILABLE TO PERSONS SERVED BY BCFR

BCFR-Provided Employment/Employee Development Services:

- **IPS Supported Employment** – An evidence-based, team-oriented supported employment model proven as a successful approach for people with mental illness. Through partnership with Vocational Rehab (VR), BCFR is implementing the approach for people with I/DD. Funded by VR.
- **Summer Work Experience Pilot (SWEP)** - Through partnership with VR, the Agency offers SWEP for students without prior work experience during the summer before their senior year. Through this program, Life & Work Connections, Inc. hires participants and is the employer of record, but the students work 20 hours per week earning minimum wage at community businesses who serve as host sites.
- **Project STIR** – BCFR’s Life & Work Connections program partners with People First and coordinates with People First to offer project STIR – Steps Towards Independence and Responsibility. Project STIR is intended to empower people with developmental disabilities and build their confidence to self-determine quality, integrated and contributory lives.
- **Other Employment Services** - BCFR’s Life & Work Connections program provides vocational skills training to janitorial work crew participants. The program pairs soft skills training with short term paid employment. Staff then assist participants to secure employment in the community. Program participants are typically high school students.

CARE – Through the CARE program, at-risk youth work at community-based host businesses to gain first-hand work experience and build employability. Wages are paid to participants by the City of Columbia in a collaborative agreement with BCFR. Funding is part City of Columbia and part Boone County Family Resources.

Vocational Rehabilitation Community Rehabilitation Programs (CRPs) – A variety of employment services are available through VR and their CRP Provider Network that consists of ACT, Boone County Family Resources, Woodhaven, Choices for People, Job Point and MERS Goodwill.



The eight core principles of BCFR’s IPS supported employment program are:

- *Every individual who wants a job is eligible;*
- *Participants are supported by an integrated team;*
- *Competitive employment is always the goal;*
- *Benefits planning is offered every participant;*
- *The job search starts immediately;*
- *Job Development focuses on partnership building with employers;*
- *Follow-along supports are continuous;*
- *Individual preferences are important.*



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